

DDA File ~~100-100000~~~~CONFIDENTIAL~~OCA 87-3620
20 August 1987NOTE FOR: Ted Price
Director of PersonnelFROM: David D. Gries
Director of Congressional Affairs

SUBJECT: FPO/SPO Transition

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Dismayed as I know you are by the glacial pace at which FPOs are applying for SPO positions, I talked today with [redacted] an FPO who has worked at the IC Staff since that building opened. [redacted] said that he had finally decided to apply but had misgivings about the polygraphs. "All the FPOs had failed the polygraph," he said. When I explained to him that it took at least six weeks to evaluate polygraph results, he expressed surprise, commenting that his information was based on impressions gained by his FPO colleagues during their polygraphs. None had actually been rejected, but they all expected it. His colleagues told him that their polygraph took two days whereas other Agency applicants "went through in three hours." I told him I suspected his information was wrong, that many of his colleagues would get in, but that they would have to be patient. This reassured him and he said he definitely would undergo testing. I believe he is scheduled next week.

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The incident makes me wonder how many FPOs would like to become SPOs but are intimidated by the polygraph. Wouldn't it be a good idea to approach some of them directly simply by talking to them at the various buildings where they are stationed? Certainly, I got a good reaction from [redacted]. He said he is drug, alcohol and theft free, has normal personal habits and has no recent foreign contacts. There may be others like him if he is being truthful about his own situation.

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I am fairly certain that we are going to have problems if we cannot raise substantially the number of SPO applicants. Perhaps a little development and recruitment work of this type might help. I also gave [redacted] my name and phone number and told him to call me if he had qualms or difficulties. My experience with applicants from my Georgetown courses has always been that they need a helping hand, someone to consult, someone to get things back on the track if they get off the track. Perhaps that could be implemented for some of the FPOs as well.

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